



CITY OF
GRAND
RAPIDS

Update on Emergency Response, Recovery and Police Reform

June 16, 2020

Agenda

June 16, 2020



1. Police Reform
2. Youth Employment
3. COVID-19 Update



Fulfilled Public Safety Commitments

- Adopted a Strategic Plan with a strong equity lens for budgeting and operations
- Implemented equity training for leaders in every department with the National Equity Project
- Revised Youth Interactions Policy in the Police department
- Created a Foreign Nationals Policy to prioritize safety over status
- Hired civilian staff to redeploy sworn staff per the Deployment Study
- Improved the Firearms and Replica Weapons ordinances
- Created the Crime Prevention Through Environmental Design (CPTED) ordinance



Fulfilled Public Safety Commitments

- Created biased crime reporting protections
- Created the Office of Oversight and Public Accountability
- Created the Office of Equity and Engagement
- Hired new Police Chief
- Created 2nd shift of Community Police Officers
- Updated the Human Rights Ordinance
- Published all Police policies online
- Implemented body-worn cameras

New Police Reform Initiatives



On June 10, 2020, City Manager Washington announced action items that detail a renewed commitment to accountability, reform, and equitable change.

- Incorporates the Six Pillars of 21st Century Policing:
 1. Building Trust and Legitimacy
 2. Policy and Oversight
 3. Technology and Social Media
 4. Community Policing and Crime Reduction
 5. Training and Education
 6. Officer Wellness and Safety

- This initiative is divided into two categories:
 1. Immediate Action Items (0-60 days)
 2. Items requiring additional consideration

New Police Reform Initiatives

Immediate Action Items
(0-60 days)



- Improve our use of force policy by explicitly banning chokeholds *[8 Can't Wait; Community and City Identified Item]*
- Improve our policy requiring officers to de-escalate situations, where possible, by communicating with subjects, maintaining distance and otherwise eliminating the need to use force *[8 Can't Wait; Community and City Identified Item]*
- Require officers to give a verbal warning in all situations whenever possible before using deadly force *[8 Can't Wait; Community and City Identified Item]*
- Require officers to exhaust all other reasonable alternatives, including non-force and less-lethal force options, before resorting to deadly force *[8 Can't Wait; Community and City Identified Item]*
- Improve our policy by requiring officers to intervene and stop excessive force used by other officers and report these incidents immediately to a supervisor *[8 Can't Wait; Community and City Identified Item]*

New Police Reform Initiatives

Immediate Action Items
(0-60 days)



- Update the policy on banning officers from shooting at moving vehicles (GRPD previously banned this practice) [8 *Can't Wait; Community and City Identified Item*]
- Make sure all uniformed officers have names on all uniforms while in public to include events involving civil unrest [Community Identified Item]
- Ensure that the Office of Oversight and Public Accountability reviews and releases a comprehensive report regarding the status of all prior community-police relations studies, recommendations and commitments. This report will be released by July 7, 2020. [City Identified Item]
- Continue to make structural changes to the Grand Rapids Police Department to address recommendations made in the deployment study, Lamberth Traffic Study and 21st Century Policing report. More civilian employees are needed in Public Information and Senior Administrative roles. [Community Identified Item]

New Police Reform Initiatives

Immediate Action Items
(0-60 days)



- Identify funding to expand the Office of Oversight and Public Accountability. The City Manager has asked the Police Chief to assist in this funding initiative. *[Community Identified Item]*
- Establish a Community Police Advisory Council that provides ongoing support and advice to the Police Chief on plans, strategies and policies. *[City Identified Item]*
- Increase and enhance training offered by Office of Equity and Engagement and the Office of Oversight and Public Accountability related to equity, justice, implicit bias and other related topics for all City staff, including Police. *[City Identified Item]*
- Work with Economic Development, Our Community's Children, OEE and OPA to work with the business community to increase summer job opportunities for youth. *[City Identified Item]*

New Police Reform Initiatives

Immediate Action Items
(0-60 days)



- Collaborate with community to support programming that provides information, awareness and resources to be an ally to address systemic and institutional racism *[City Identified Item]*
- Improve resident engagement by creating more opportunities for underrepresented groups to promote safety and accountability and prevent crime *[City Identified Item]*
- Office of Equity and Engagement will host an event in partnership with OPA led by subject matter experts regarding processing and healing from trauma and vicarious trauma related to racism and use of force *[City Identified Item]*
- Create pathways for ongoing input and support from the community for the plan, strategies and tactics of GRPD *[Community Identified Item]*

New Police Reform Initiatives

Immediate Action Items
(0-60 days)



- Continue to complete the Office of Oversight and Accountability's strategic plan and implement additional strategies to increase restorative justice programming, elevating community voice and public safety engagement. *[City Identified Item]*
- Ensure the Police Department works with Office of Oversight and Public Accountability, Human Resources, Grand Rapids Public Schools, colleges, community organizations and labor groups to increase efforts in recruiting more diverse candidates *[City Identified Item]*

Other Suggested Police Reform Initiatives

Items Requiring Additional
Considerations



Open public meetings for collective bargaining [*Community Identified Item*]

- The City and all labor unions are required to meet on mandatory subjects of collective bargaining. Having public negotiations cannot be done without the consent of both parties. Currently, contracts are in place until June 30, 2022. We will share the idea with the labor groups and discuss. Changes to negotiation procedures cannot be unilaterally determined by management or the elected body.

Subpoena power for the Civilian Appeal Board [*Community Identified Item*]

- The City Attorney's Office has been asked to provide a legal opinion on this matter. We will provide a legal opinion within the next 30 days.

Other Suggested Police Reform Initiatives

Items Requiring Additional
Considerations



Proposal by the Michigan Department of Civil Rights
[Community Identified Item]

- The MDCR has an ongoing investigation into complaints of discrimination by the Police. No findings of wrongdoing to date have been made by the MDCR. The City Attorney continues to review this and will provide an update to the City Commission.

Redirect funding from Police toward economic development, housing and other community programs. *[Community Identified Item]*

- City Charter Title V Section 18 (f) (d) (Compliers Paragraph 68) - Not less than 32% of the General Operating Fund shall be appropriated for police services while both a City Income Tax of 1.3% or more is in effect for corporations and residents and 0.65% or more for non-resident individuals.

Police Budget Overview

Police Budget Overview	FY21 Final Budget
General Fund	\$55,145,968
Federal Forfeitures	\$70,000
Capital Improvement Fund	\$210,000
Other Grants	\$482,261
Police Total	\$55,908,229

General Fund Appropriation Requirement:

- \$55,145,968 is 38.6% of FY21 General Fund
- 32% of General Operating Fund equals \$45,725,479 or a \$9.4M reduction from FY21 adopted budget for the Police Department



Planned Staffing Adjustments and Budget Amendments

Office of Oversight and Public Accountability

Office of Communications/GRPD

Grand Rapids Police Department

- Current Staffing Level
 - 1 FTE – Director of OPA
 - 1 FT – Temp (Administrative Support)
 - 2 PT Interns
 - Additional resources required to assist with investigations, policy, community engagement, programing and restorative justice needs.
 - Planned Adjustments:
 - 1 vacant civilian FTE to be funded by PD and transferred to OPATotal Cost Approximately – \$129,396
- Additional non-sworn resources required to assist with communications capacity.
 - Planned Adjustments:
 - 1 FTE - Public Information OfficerTotal Cost Approximately \$154,776
- Additional non-sworn resources required to assist with expanding senior executive leadership capacity.
 - Planned Adjustments:
 - 1 FTE – Non-Sworn Chief of StaffTotal Cost Approximately \$195,984



Chief's Community Police Advisory Council

A committee formed to provide Chief Payne with insight, advice, and community input on policing in Grand Rapids



Chief Eric Payne

- The Chief has selected 5 and will select up to 7 more individuals to serve on and help create the Community Police Advisory Council.



Questions



*Employing 1000 GR Youth
for a Brighter Tomorrow!*

Summer 2020
Youth Employment
15 to 21 year olds

apply now
[www.grandrapidsmi.gov]

\$10./hr. - 6 wks.
Paid Training Starts June 29th
Employment July 13th - August 21, 2020

QUESTIONS?
CONTACT SHANNON L. HARRIS AT
SHARRIS@GRCITY.US
616.816.9858





GROW1000 Employing 1000 GR Youth for a brighter tomorrow

- Our students will have access to area employers, local businesses, and government for a 120-hour work experience up to 6 weeks this summer.
- Students will get paid \$10 per hour including 5 hours for virtual training that will begin the week of June 29. The City will be the employer of record.
- Priority is youth from 49503, 49507, 49508 and 49509 zip codes that have some of the greatest disparities of social determinants.
- Deadline for Youth applications is June 29. Placements are expected to begin July 13.



GRow1000 – How to help

- 1) Invest in our youth by sponsoring student wages = \$1,500 per employed youth. grandrapidsmi.gov/GRow1000business
- 2) Provide work experience to 5, 10, 20, 50 youth and pay their stipend.
- 3) Get the word out to young people about this opportunity!
grandrapidsmi.gov/GRow1000



GROW1000 – Partnerships

- Recruitment and placement support/monitoring will occur along with community partners.
- Transportation options are being developed.
- Education partners are involved in recruitment and assistance.
- Many employers have already agreed to participate.
- City of Grand Rapids departments have offered 50 placements.



Questions

COVID Status Update

Total Cases
4,087

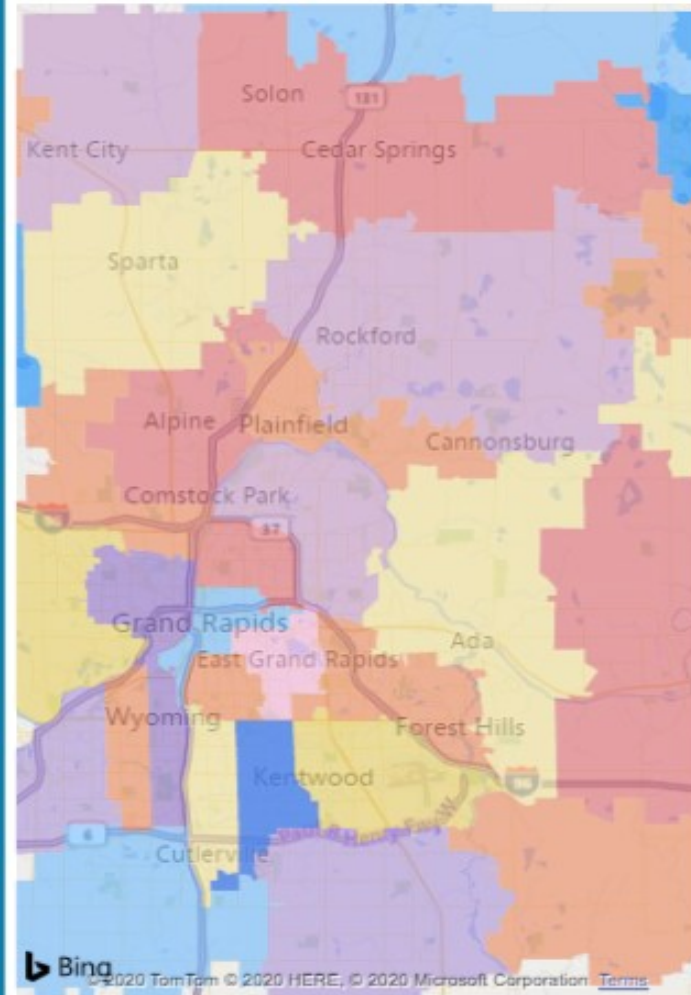
Active Cases
1,197

Recovered
2,777

Deaths
113

The Michigan Department of Health and Human Services (MDHHS) defines "Recovered" as the number of persons with a confirmed COVID-19 diagnosis who are alive 30 days post-onset (or referral date if onset is not available). If an individual dies from a COVID-related cause >30 days from onset/referral, they are removed from the number of persons recovered.

Total Cases by Zip Code



Zip Code	Total Cases
49507	687
49503	539
49508	448
49509	393
49548	345
49504	299
49519	197
49505	150
49546	127
49512	120
49506	119
49319	72
49321	71
49525	64
49534	53
49418	46
49316	45
49544	44
49345	42
49331	40
49315	36
49341	35
49330	23
48809	Less than 20

Deaths by Date



New Confirmed Cases and 3-Day Average by Date



The 3-Day Average reduces variations in new case reporting caused by test result timing and data entry.

COVID-19 Testing Locations

Kent County Health Department Provides Expanded COVID-19 Testing

Walk-up Sites:

Potter's House Christian School

810 Van Raalte Dr. SW · Grand Rapids, MI. 49509
Tuesdays and Thursdays, 9 a.m. – 12 p.m., until
August 1, 2020

Baxter Community Health Center

958 Baxter SE · Grand Rapids, MI 49506
Tuesdays and Thursdays, 1 p.m. – 4 p.m., until
September 1, 2020



Drive Through Sites:

Kent County Health Department Main Clinic

700 Fuller Ave. NE · Grand Rapids, MI. 49503
Mondays and Wednesdays, 9 a.m. – 12 p.m., until
September 1, 2020

Kent County Health Department South Clinic

4700 Kalamazoo Ave. SE · Kentwood, MI. 49508
Mondays and Wednesdays, 9 a.m. – 12 p.m., until
September 1, 2020

Citywide Re-entry Update

- June 8th Phase 1 launch of limited in-person City services
- 64% return of City staff to assigned facilities
- Safety measures in place through the use of PPE, employee training, and continued reinforcement of safety in customer interactions
- Phase 2 re-entry plans under development to launch in July



City of Grand Rapids Recovery Update

Outdoor Space Activation Working Group

- Administrative startup completed
- Positive response to public communications
- Pre-application meetings (6/9) and apps received (6/11) for 7 social zones, with at least 1 more expected
 - Reviewing early this week
 - Est. 800-1,000 seats
 - Complexities: Mobility and access
- 20 temporary use (private) application
 - Half approved/issued
 - Est. 200 seats
 - Complexity: Physical distancing

Economic Recovery – Status of Relief Funding

- Emergency Solutions Grant (ESG –CV) - \$3,160,241
 - Homelessness support, prevention and rapid rehousing
- Community Development Block Grant (CDBG – CV) - \$2,219,476
 - Address needs of vulnerable populations
 - Neighborhood Reactivation
- Coronavirus Emergency Supplemental Funding Program (CESF) - \$350,308
 - PIO Police
 - Reimbursement for police overtime and other personnel expenses
- County allocation of Coronavirus Aid, Relief, and Economic Security Act (CARES) - \$11,138,131 revised estimate
 - Approved. County still determining final disbursement amount to local municipalities
- State allocation of Coronavirus Aid, Relief, and Economic Security Act (CARES) - TBD
- Ongoing conversations with local business through business retention and expansion meetings (BR&E)

Estimated Total = \$16,868,156



Hyper Local Purchasing Pilot Program – Began June 1st

- Area/Regional Bid Discount for ALL bids over \$10k (was previously only applied to top two bids if they were within 2% of each other):
 - City of Grand Rapids 5%
 - Kent County 3%
 - State of Michigan 2%
- Increase MLBE bid discount from 3% to 9%
- Increase General Target area/Neighborhoods of Focus located companies to 7% (use to be tiered)
- Utilization of above discounts will allow bidders to achieve the maximum 9% discount (was previously capped at 5%)





Questions
